

MEMORANDUM OF AGREEMENT

This Agreement is made and entered into this 4th day of March, 2016, by and between the Scituate Teachers' Association (the "Union") and the Scituate School Committee ("Scituate").

WHEREAS, the parties were scheduled to enter into negotiations for a successor agreement to the 2013-2016 Collective Bargaining Agreement in February 2016;

WHEREAS, the parties are satisfied with the terms of the 2013-2016 Collective Bargaining Agreement;

NOW, THEREFORE, in consideration of the mutual promises contained herein, the parties hereby agree as follows:

1. All of the provisions contained in the September 1, 2013 – August 31, 2016 Collective Bargaining Agreement (CBA) shall continue unchanged and be incorporated into the September 1, 2016 – August 31, 2019 CBA, except as follows:
 - a. Preamble: Shall be amended to reflect the new date of September 1, 2016;
 - b. Article XXI: Duration Clause: Shall be amended to reflect an effective date of the agreement from September 1, 2016 through August 31, 2019.
2. Article XIX: Health and Dental Insurance: Annual employee contribution will be 20% in Year 1, Year 2, and Year 3, with a cap on the prior year's overall premium cost of 10%. All other terms shall remain unchanged.

3. Appendix A: Salaries: Salary schedule will remain in place for Year 1, Year 2, Year 3, specifically:

- a. Base Pay Scale will be the Mean with a guaranteed Minimum increase of 1.5% and Maximum increase of 2.2%;
- b. Salary adjustment shall be \$750 for Steps 1-9 and shall be \$1800 for Step 10;
- c. Advance Study Increments will remain at 2015-2016 compensation level;
- d. Longevity Credit will remain at 2015-2016 compensation level;
- e. Department Chairperson will remain at 2015-2016 compensation level;
- f. Mentor Stipends will remain at 2015-2016 compensation level.

For the Scituate School Committee:



Marylou Umbriano, Chairperson

Dated:

For the Scituate Teachers' Association:


Maureen Kennedy, President

Dated: 3/4/16


Charles A. Collins, Jr., President
Scituate Town Council
In compliance with RIGL § 16-2-9 (18)